

# 2010 INFORMATION SHEET



# AECW CONFERENCE 2010

## 1. Ministers' Salary Guidelines

### TEACHERS' PAY 2009-2010

	SEPT 2009 £	SEPT 2010 £ proposed
<b>MAIN PAY SCALE</b>		
1	21,101	21,588
2	22,771	23,295
3	24,601	25,168
4	26,494	27,103
5	28,582	29,239
6	30,841	31,552

In the State education system teachers move up the scale by the added value contributed by experience, extra qualifications, excellence & additional responsibility. The FIEC suggest seven factors that are more pertinent to church life: housing, manse costs, expenses, cost of living, what the church can afford, average living standards of area, and experience in ministry.

#### Some Denominational Guidelines

The minimum Stipend in the *Baptist Union Wales* for 2010 is now £19,093 with additional Expenses: £1,939 and Housing Allowance: £3,122 totalling £24,154.

Churches have varying practices relating to book allowances, conference fees, pensions & other expenses, and there are several methods of housing allowance available for use. Ask the secretary for further details.

## 2. Risk Assessment

Risk Assessment is perhaps the most important part of Health and Safety. It allows you to find out about what could cause harm to people in your Church or on church outings. Risk Assessment is not about pen-pushing or creating reams of paperwork for the sake of it. Done correctly it is beneficial as it determines what could cause harm to who and what can be done to prevent it happening or limit the severity of the harm. There is no set format to Risk Assessment, but there are some key elements to the process. The simplest form is known as the "Five Steps" method. The Five Steps are:

1. Look for the hazards
2. Decide who might be harmed
3. Evaluate the risks
4. Record the findings
5. Review and revise

A simple way to evaluate the risk is to give each risk a rating on a scale of 1-5 of (i) the likelihood of it happening and (ii) the impact if it did happen. For example: a plane crashing on the church building – (i) 1 (not likely to happen) (ii) 5 (total destruction!). Overall score 5 – low risk!

For further help & expansion on these points go to [www.churchsafety.org.uk/information/assess/assess.htm](http://www.churchsafety.org.uk/information/assess/assess.htm)

## 3. On the horizon

### A. The End of Cheques

The UK Payments Council has announced that the cheque-clearing system will end in 2018. This will have major implications for churches depending upon cheques without any access to website-based payment transfer facilities in accepting cheques from members or paying for work done on the church.

### B. Government sale of UHF band & radio mikes

Channel 69 is going to cease to be available for radio mic use wef 1/1/12. There may be a short extension, but the loss is now a certainty. The replacement is Channel 38. Channel 69 equipment cannot work on Channel 38 without almost full replacement. This is potentially very expensive: the Church of England alone calculates that it is facing an extra cost of £1 million. The Government are being pressed to provide full compensation for new equipment & the cost of installing it.

### C. Immigrant clergy & points based system

Most of the concessions that the churches have asked for have been granted. The sticking-points are about English-language qualifications which are higher for a minister of religion than for a brain-surgeon.

### D. Cross-border giving & tax relief

Tax reliefs for charities on donations from abroad has been under attack. However a decision in the European Court has stated that cross-border giving can be eligible for tax relief. The onus is on the taxpayer to show the recipient body would satisfy the domestic laws on charitable purposes. This could result in more income for charities in the UK (from overseas) or greater competition for charitable donations from overseas charities.

#### **4. Charity Registration**

Brian Matthews of FIEC has kindly agreed to come to 2 further meetings to help AECW churches with charitable registration.

The meeting in North Wales will be held on Friday 11 June and is being co-ordinated by Chris Thomas.

The meeting in South Wales will be on Saturday 12 June and is being coordinated by Peter Milsom.

Further details will be sent to churches soon. If you know of non-AECW churches who would like to come to these meetings feel free to invite them.

We are so grateful to Brian for his willingness assist AECW churches through the registration process. Please contact Brian on [wbmattthews@btinternet.com](mailto:wbmattthews@btinternet.com) if you would like his advice or assistance in obtaining the large scale OS map.

#### **5. Child Protection**

It cannot be emphasised too strongly that the trustees of all churches must have a Child Protection Policy **and must ensure that it is implemented in every respect**. Recent cases involving evangelical churches have shown that the Police are rigorous in pursuing all allegations of child abuse. Failure to implement an effective child protection policy leaves children and young adults in our care vulnerable, creates unacceptable risks for our children and youth workers and leaves trustees liable to prosecution. The serious problems relating to child abuse in the Roman Catholic Church mean that we cannot assume that the authorities are favourably disposed to churches and our work amongst the young. Rather it seems to be the case that we are viewed as unreliable and likely to cover up any allegations which may be made.



#### **6. Legal Advice**

AECW churches needing legal advice should contact the Chairman who will be able to put them in touch with a Christian solicitor who has kindly agreed to assist our churches.

#### **7. Green Pages**

The FIEC provide us with copies of their information to churches. This is available on our website ([www.aecw.org.uk](http://www.aecw.org.uk)) under the resources tab.

#### **8. Good Communication**

Like many organisations AECW is increasingly using e-mail & the internet to contact leaders & distribute information to member churches. Problems arise when e-mail addresses are altered, or when a church ceases to have e-mail facilities and we aren't notified. A current e-mail and mailing list will be available at Newtown to let you check details used for communicating with your church. Please notify the secretary of any changes. It would be helpful to have 2 e-mail addresses for each church to make sure at least one gets through. We do try!